"Study Of Demographic Patterns In Walk-In Hiring For Blue Collar Contract Jobs Offered By Small-Scale Manufacturing Companies In Pune."
(Excluding Government Apprenticeship Programmes)

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Abstract:

In recent years, the small-scale manufacturing sector in Pune, Maharashtra, has experienced a surge in demand for skilled labour, necessitating the adoption of walk-in hiring practices for blue-collar jobs on fixed tenure contract basis. Despite its prevalence, the demographic composition of the workforce engaged through walk-in hiring remains relatively unexplored, presenting a gap in understanding crucial factors shaping recruitment decisions and human resource strategies within the industry.

This study aims to address this gap by investigating the demographic patterns associated with walk-in hiring in Pune's small-scale manufacturing sector. With a sample size of 300 skilled walk-ins, the research seeks to provide a comprehensive analysis of the skilled labour force acquired through this hiring method. Specifically, the study examines the influence of demographic variables, including age and region of residence (hometown), on employment outcomes.

Overall, this study holds the potential to facilitate informed decision-making processes with respect to recruitment strategies for employing blue collar temporary contract workforce by the HR professionals from Pune's small scale manufacturing industries' landscape, thereby enhancing the effectiveness and contributing to the sustainable growth of Pune's manufacturing sector.

Keywords: Skilled labour, Small scale industries, walk-in hiring, recruitment, blue collar workers, Pune

Objective

The objectives of this study are twofold. Firstly, it aims to evaluate how demographic variables, including age and region of residence (hometown), influence the likelihood of securing temporary employment through walk-in hiring within Pune's small-scale manufacturing industries, specifically excluding government apprenticeship programs such as the National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS). Secondly, the research seeks to explore the potential implications of demographic patterns observed in walk-in hiring for HR strategies, workforce planning, and talent acquisition practices within the small-scale manufacturing sector of Pune. By addressing these objectives, the study endeavours to provide valuable insights into the recruitment dynamics and demographic trends shaping employment outcomes in Pune's manufacturing industry, thereby facilitating informed strategic decision-making processes aimed at optimizing talent acquisition and workforce management practices.

Introduction

The small-scale manufacturing sector in Pune, Maharashtra, has witnessed notable growth in recent years, driven by increasing demand for skilled labour. To address this demand and maintain production efficiency, industries in Pune have increasingly turned to walk-in hiring practices for blue-collar positions on fixed tenure contract basis. This method of recruitment offers a swift and flexible means of filling employment gaps, enabling companies to respond promptly to fluctuating production

needs. However, despite its prevalence, the demographic composition of the workforce engaged through walk-in hiring, who apply for jobs outside the government apprenticeship programmessuch as National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS) remains largely unexplored.

Understanding the demographic patterns associated with walk-in hiring is crucial for well-informed recruitment decisions and shaping human resource strategies within the small-scale manufacturing sector in Pune. By gaining insights into the characteristics and composition of the skilled labour force acquired through this hiring method, companies can better tailor their workforce planning and talent acquisition practices to meet the industry's evolving needs.

This study aims to address the gap in knowledge regarding the demographic dynamics of walk-in hiring in Pune's small-scale manufacturing sector. With a sample size of 300 skilled walk-ins, the research endeavours to conduct a comprehensive analysis of the demographic patterns prevalent in this recruitment method. Specifically, the study will examine the influence of demographic variables such as age and region of residence (hometown) on employment outcomes.

Through an in-depth exploration of these demographic dynamics, this research seeks to contribute to the existing literature on labour recruitment strategies while offering actionable insights for HR practitioners. By discerning correlations between demographic factors and the likelihood of securing temporary employment through walk-in hiring, the study aims to inform the development of targeted workforce planning and talent acquisition practices tailored to the unique demographic landscape of Pune's small-scale manufacturing industry.

Ultimately, this research holds the potential to enhance informed decision-making processes within the industry, boosting the effectiveness of HR interventions and fostering the sustainable growth of Pune's small-scale manufacturing sector. Through a nuanced understanding of the demographic patterns associated with walk-in hiring, companies can optimize their recruitment strategies and cultivate a skilled and diverse workforce.

Hypothesis

If the demographic pattern of walk-in hiring in Pune's small-scale manufacturing industries for blue-collar jobs on fixed tenure contract basis exhibits variations across age groups and residential regions; then age or region of residencemay significantly impact the likelihood of securing employment through this mode of recruitment.

Research Methodology

Sampling Strategy:

The research sample consists of 300 walk-in candidates surveyed in manufacturing industrial zones across Pune, Maharashtra. The selection of participants was based on convenience sampling, wherein individuals who presented themselves for walk-in interviews at various small-scale manufacturing industries in Pune were approached to participate in the survey.

Data Collection:

Data was collected through structured surveys administered face-to-face with the skilled walk-in candidates. The survey instrument included questions pertaining to demographic variables, specifically skilled / unskilled, age and hometown. The hometown parameter was categorized into six regionsassociated with Maharashtra: Vidarbha, Marathwada, Khandesh, Konkan, Paschim Maharashtra, and Out of Maharashtra. Participants were asked to indicate their age, whether skilled or unskilled, and select their hometown, and region from the provided options.

Variables Considered:
- Dependent Variable: Demographic pattern of walk-in candidates (age and hometown).
- Independent Variable: Manufacturing industrial zones in Pune.

Data Analysis:
- Frequency Distribution: Frequency distribution tables have been generated to illustrate the distribution of walk-in candidates across different hometowns in Maharashtra, and have been further categorised into six regional sections associated with Maharashtra.
- Cross-Tabulation Analysis: Cross-tabulation analysis of the walk-in candidateshas been conducted to examine the relationship between age, hometown, and region associated with Maharashtra.

Limitations

This study does not cover the walk-in candidates who have been employed through the government apprenticeship programmes such as National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS). Neither does this study cover the data and findings of the unskilled walk ins for the research.

Convenience sampling and the focus on a specific geographical region (Pune, Maharashtra) may limit the generalizability of the findings to other contexts or populations or regions in Maharashtra, or outside the aforementioned region.

Data:

Following is the table that representsdistrict,region, and age wise frequency distribution of the findings obtained through the survey of the 300 skilled walk-ins conducted in the industrial zone where small scale manufacturing companies are located in Pune, Maharashtra:

District	Region	Age			Total
		19	20	21	
Ahmednagar	Marathwada	0	3	10	**13**
Akola	Vidarbha	0	1	5	**6**
Amravati	Vidarbha	0	0	3	**3**
Aurangabad	Marathwada	0	0	1	**1**
Beed	Marathwada	0	7	20	**27**
Bhopal, MP	Out of Maharashtra	0	0	1	**1**
BhadrakOdisha	Out of Maharashtra	0	0	1	**1**
Bidar Karnataka	Out of Maharashtra	0	0	5	**5**
BijapurKarnataka	Out of Maharashtra	0	0	1	**1**
Buldhana	Vidarbha	0	2	9	**11**
Chandrapur	Vidarbha	0	0	1	**1**
Dhule	Khandesh	0	0	6	**6**
Ganjam, Odisha	Out of Maharashtra	0	0	1	**1**
Hingoli	Vidarbha	0	0	2	**2**
Hooghly, Karnataka	Out of Maharashtra	0	0	2	**2**
Jalgaon	Khandesh	0	2	19	**21**
Jalna	Marathwada	0	0	1	**1**
Kataka, UP	Out of Maharashtra	0	0	1	**1**
Kaushambi, UP	Out of Maharashtra	0	0	1	**1**

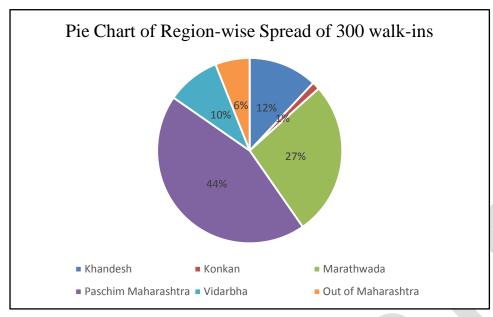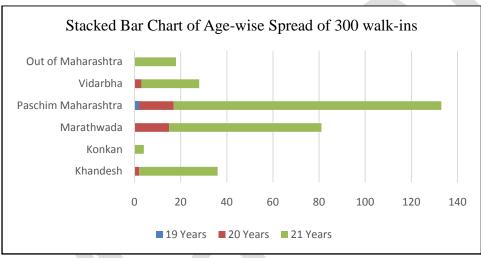|					
Kendrapara, Odisha	Out of Maharashtra	0	0	1	**1**
Kolhapur	Paschim Maharashtra	1	2	16	**19**
Latur	Marathwada	0	3	12	**15**
Mangalore	Out of Maharashtra	0	0	1	**1**
Nanded	Marathwada	0	1	7	**8**
Nandurbar	Khandesh	0	0	1	**1**
Nashik	Khandesh	0	0	8	**8**
Osmanabad	Marathwada	0	1	10	**11**
Parbhani	Marathwada	0	0	5	**5**
Patna, bihar	Out of Maharashtra	0	0	1	**1**
Pune	Paschim Maharashtra	1	9	56	**66**
Raigad	Konkan	0	0	1	**1**
Ratnagiri	Konkan	0	0	1	**1**
Rohtas, Bihar	Out of Maharashtra	0	0	1	**1**
Sangli	Paschim Maharashtra	0	0	6	**6**
Satara	Paschim Maharashtra	0	3	15	**18**
Singhudurga	Konkan	0	0	2	**2**
Solapur	Paschim Maharashtra	0	4	20	**24**
Sultanpur, UP	Out of Maharashtra	0	0	1	**1**
Washim	Vidarbha	0	0	3	**3**
Yavatmal	Vidarbha	0	0	2	**2**
Grand Total		**2**	**38**	**260**	**300**

Region wise Categorisation Analysis:

Maharashtra's region-wise categorical analysis, with age wise distribution has been further simplified in the following table:

Region	Age			Total	Percentage
	19	**20**	**21**		
Khandesh	0	2	34	**36**	**12.00%**
Konkan	0	0	4	**4**	**1.33%**
Marathwada	0	15	66	**81**	**27.00%**
Paschim Maharashtra	2	15	116	**133**	**44.33%**
Vidarbha	0	3	25	**28**	**9.33%**
Out of Maharashtra	0	0	18	**18**	**6.00%**
Total	**2**	**35**	**263**	**300**	**100.00%**

Interpretation of Data

Pie Chart of Region-wise Spread of 300 walk-ins

Stacked Bar Chart of Age-wise Spread of 300 walk-ins

Findings and Interpretations

Age Distribution:

- The majority of walk-in candidates fall into the 21 years old age group, comprising 263 out of 300 candidates (87.67%).
- There are smaller proportions of candidates aged 20 years (11.33%) and 19 years (1.00%).

Regional Distribution:

- Paschim Maharashtra emerges as the primary source region for walk-in candidates, with 133 candidates originating from this area, out of which 66 (42.62%) are from Pune.
- Marathwada follows closely behind, contributing 81 candidates to the total sample.
- Vidarbha and Khandesh each provide smaller but notable numbers of candidates, with 28 Jond 36 candidates respectively.
- A modest number of candidates, 18 come from regions outside Maharashtra, while Konkan contributes the fewest candidates with only 4 individuals.
- Almost 22% of the candidates are from Pune, which means that Pune district has a dominating position in attracting walk-ins locally.

Regional Variation in Age Groups:

- Across all regions, the highest number of candidates belong to the 21 years old age group, indicating consistency in age distribution regardless of hometown. The reason probably would be the completion of graduation programmes, or completion of NAPS / NATS. That area needs further study.
- There is variability in the distribution of younger age groups (19 and 20 years old) across different regions, with some regions having minimal representation in these age groups.The reasons need to be assessed, and hence that area needs further study.

Suggestions for recruitmentstrategies to small scale manufacturing companies in Pune:

- Paschim Maharashtra emerges as a key region for sourcing walk-in candidates, suggesting the importance of targeting recruitment efforts in this area.
- The predominance of candidates aged 21 years highlights the need for HR recruitment strategies tailored to this age group, potentially focusing on factors such as career advancement opportunities, and bridge-building education.
- Understanding the demographic distribution of walk-in candidates across different regions and age groups provides valuable insights for the HR, enabling them to refine recruitment reach out strategies and effectively address the diverse needs of the workforce and industry.

Conclusion

In conclusion, this study has provided valuable insights into the demographic patterns and recruitment dynamics associated with walk-in hiring in Pune's small-scale manufacturing sector, particularly excluding government apprenticeship programs such as the National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS).

Through an analysis of demographic variables such as age and region of residence (hometown), it was observed that candidates aged 21 years constituted the majority of walk-in candidates, with Paschim Maharashtra emerging as the primary source region for recruits. These findings underscore the importance of understanding the demographic composition of the workforce engaged through walk-in hiring practices, as they have significant implications for HR strategies, workforce planning, and talent acquisition practices within the industry.

The study's objectives were successfully achieved, shedding light on the factors influencing employment outcomes in Pune's small-scale manufacturing sector and providing insights into the potential implications of demographic patterns observed in walk-in hiring.

Moving forward, it is essential for HR professionals and industry leaders to consider the demographic dynamics highlighted in this study when formulating recruitment strategies and workforce management practices. Tailoring HR interventions to the unique demographic landscape of Pune's manufacturing sector can enhance recruitment effectiveness, promote workforce diversity, and facilitate the sustainable growth of small-scale manufacturing industries in the region.

In conclusion, this study serves as a foundation for further research and strategic initiatives aimed at optimizing talent acquisition and fostering inclusive employment practices within Pune's small-scale manufacturing sector, ultimately contributing to the industry's long-term success and competitiveness.

Future Scope of Study

The findings and insights obtained from this study lay the groundwork for several potential avenues of future research within the realm of labour recruitment and workforce management in Pune's small-scale manufacturing sector. Some potential areas for future research include:

Reasoning Analysis:
There is a scope for further analysis of the reasons why there seems to be a higher number of walk-in skilled labour force for some specific age groups, representing some specific regions from Maharashtra.

Qualitative Research:
Supplementing quantitative data with qualitative research methods such as interviews or focus groups can offer nuanced insights into the experiences, motivations, and preferences of walk-in candidates, as well as the perspectives of employers and HR professionals involved in the recruitment process.

Comparative Studies:
Undertaking comparative studies to analyse the differences in recruitment practices and demographic patterns across different sectors within the small-scale manufacturing industry, or between Pune and other manufacturing hubs in India, can provide valuable benchmarking data and facilitate cross-sectoral learning.

Impact of Government Policies:
Investigating the impact of government policies and initiatives such as National Apprenticeship Promotion Scheme (NAPS) and National Apprenticeship Training Scheme (NATS), on walk-in hiring practices and employment outcomes can inform policy recommendations aimed at promoting inclusive and sustainable employment growth.

Labour Market Dynamics:
Investigating broader labour market dynamics, such as wage trends, job mobility patterns, or labour market segmentation, and their implications for walk-in hiring practices and employment outcomes in Pune's manufacturing sector.

By addressing these future research areas, scholars and practitioners can further advance the understanding of labour recruitment dynamics, enhance the effectiveness of HR strategies, and contribute to the development of policies and practices aimed at promoting inclusive and sustainable employment growth in Pune's small-scale manufacturing sector.

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